GrummanWorld

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Grummanites Fight Budget Battle With Pens

At the last count, Grumman has received copies of 6,944 letters people have sent to their congressional representatives. The counting continues at Grumman's Washington offices, where the letters are arriving at a "mere" 400 a day now.

Grummanites from Aircraft Systems' Milledgeville (Georgia) Operations have gotten the most use from their typewriters and pens and Georgia Senator Sam Nunn, the chairman of the Senate Armed Services Committee, has gotten the most letters, some 500. The timing is perfect. Nunn's committee began work on the mark-up of the Fiscal 1990 defense authorization bill this week.

Coupons from the ad Grumman ran recently in Long Island and Washington newspapers have also piled up. The count at Grumman Headquarters stands at about 5,000, with more ads to be counted and others still arriving.

The majority of the letters stressed the need to keep Grumman as a supplier of Navy aircraft, as well as the importance of the F-14D to the national defense. But people penned some other outstanding points as well.

Werner Nufer, an engineer for the Aircraft Systems Division in Bethpage, called for multiyear procurement of both the F-14D and A-6F. Nufer's letter went to President George Bush, Defense Secretary Richard Cheney, New York Governor Mario Cuomo, New York senators and Long Island congressmen, and selected Senate Armed Services committee members.

"The F-14D and the A-6F are the finest weapon system design solutions to their present and projected mission requirements in the world today," Nufer said.

"I am sure that Grumman could show major price reductions if multiyear procurements were used for the F-14D and A-6F. The F-18 and F-16 are priced advantageously due to larger procurement numbers."

Jackie Holsenbeck, senior personnel administrator at Milledgeville, Georgia, wrote to her congressman, Richard Ray (R-Ga.). Holsenbeck pointed out how Grumman's presence has benefited that town's economy, and how the company has actively participated in civic affairs.

"In 1975, when Grumman came to Milledgeville, there was not one qualified aircraft mechanic in the Middle Georgia area," she said. "But through Grumman's diligence in training, we are an accomplished group...The loss of Grumman will affect employees and communities all over the nation."

Steve Comer, a senior project coordinator at Milledgeville, wrote to Senator Nunn about the F-14's accomplishments in the fleet. "In all the recent conflicts in the Middle East, the Navy, while using F-14s, succeeded in protecting the fleet," he said. "Second, no evidence has been provided by any media that indicates the F-14 technology is obsolete and a replacement is necessary. If the Advanced Tactical Fighter will be superior, show me!"

Grummanites at Aircraft Systems' Houston Operations also sent bags of mail to their elected representatives.

"The loss of the [F-14] program will not only hurt the employees here at Grumman, my family at home, and the economy in Houston," wrote Julio Tamez, a designer/draftsman at the facility. "It will also leave the Navy without a superior advanced fighter. The government will have only one company to choose from to build carrier aircraft."

Jim Strassberger, a technical specialist in Quality Operations at the Los Angeles field site office, wrote to Senator Pete Wilson (R-Calif.), stressing the need to spend defense dollars wisely. "It has cost more than a billion dollars to develop this fine and proven air-superiority fighter, and any attempt to cancel production of the F-14D would be a terrible waste of taxpayers' money," he said.

Rosemary Ryan of Fishersville, Virginia, worked at Grumman during World War II. Later, her husband worked at Grumman for 30 years. She wrote to tell Senator John Warner (R-Va.) about their visit to the Norfolk Naval Air Station.

"My husband and I spoke to some [F-14] pilots on an aircraft carrier, and they told us they are the very best planes they had ever flown," she said. "In these days of takeovers, we need more competition — not less. The Navy needs Grumman — and Grumman needs the F-14."

Speaking Their Minds. *This is but a small portion of the 5,000 coupons that have been received and counted in Bethpage. From there, they go to Washington, D.C. (Photo by Rich Breunig)*

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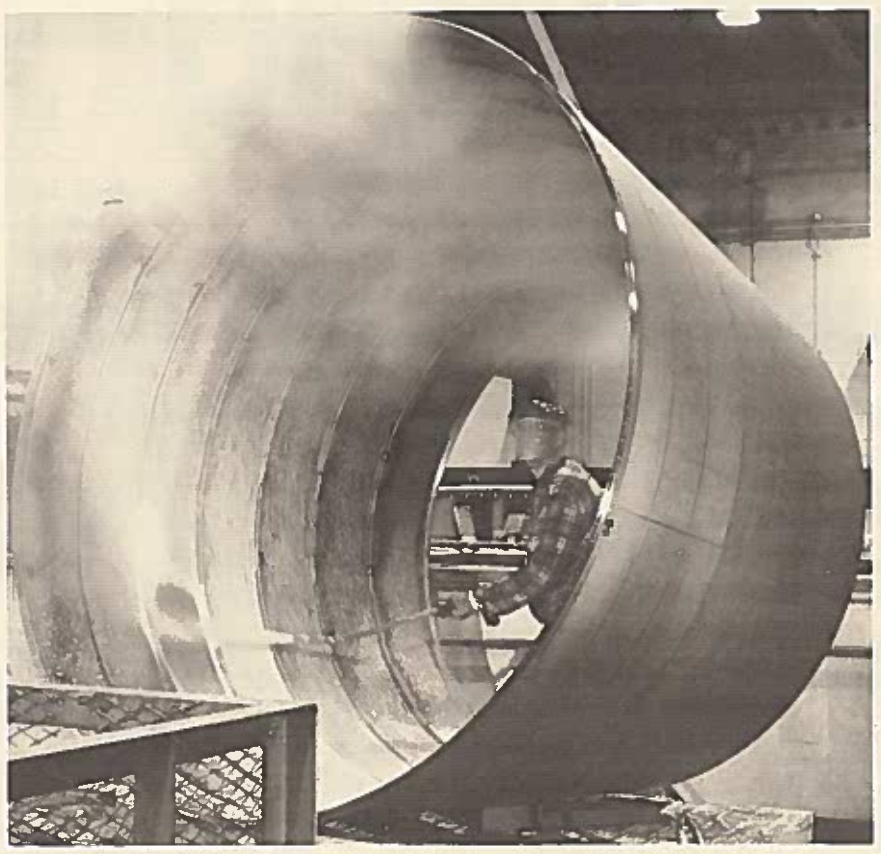


Missile Clean. *Jim Greenleaf steam cleans the aft cone of an MX missile shroud in Building 2 in Bethpage. Grumman welds the pieces of each section of the shroud using electron beam welding. Grumman builds the shrouds under a subcontract to the Avco Systems Division of Textron. (Photo by Bob Settles)*

Unisys-Grumman Team In Talks With Suffolk County

Grumman Data Systems and prime contractor Unisys are now negotiating the terms of a contract to put a computer system in place for Suffolk County, Long Island. The new system will electronically link police, the court and jail systems and speed ambulance dispatching.

According to Dom Bello, Data Systems' program director, "We should have a contract signed by the end of July. In August, the signed contract will have to be put before the county legislature and they have to approve it. We hope to kick off this program in September."

According to Bello, recent budget-cutting legislation in Suffolk left funding for the project intact.

All the police, sheriff, district attorney and fire, rescue and safety departments will be able to exchange information with the Unisys-Grumman system. For example, instead of 16 documents, one computer record will track a crime from the time police are dispatched to the release of the convict from prison.

It will also create an integrated dispatch system for the police, park rangers and a department named Fire Rescue Emergency Services. The new system will replace old manual and computer systems now used to send those teams where they're needed.

Bello says staffing will average about 20 people during the 30-month project. During the first 18 months the Grummanites will customize Unisys software for the system, integrate the system and train people from Suffolk County. The last year is a warranty period when people from the two companies will be available for hardware and software support.

Grumman's work will be done in the Holtsville, Long Island, facility. "It will be the showcase for the project," says Bello.

Data Systems, ranked ninth in the nation in the systems integration business by Computer System News magazine, has built many different kinds of computer systems. But this is the first such criminal justice integration project for the division. Unisys has sold similar, though smaller, systems to public safety departments in Florida and New Jersey.

The relationship between Unisys and Grumman Data Systems has been so good that the team is thinking about building on this program. Bello says, "If this works out well we hope to take this show on the road."

Grumman Security Gets New Headquarters

The smell of fresh paint greeted the 257 members of the Security Department when they moved into their new headquarters last month.

Security left its old home in Building 18 on South Oyster Bay Road and now occupies the building next to Grumman Headquarters on Stewart Avenue. "It's called Building 16," says Harry Volz, director of Security, "But as one Grummanite said to me the other day, 'it will always be the old Credit Union.'"

From now on all visitors must be cleared through the new building. The only exceptions: those whose business takes them only to headquarters and those who make deliveries. The 100 or so visitors who enter Building 16 each day now have a comfortable, uncrowded reception area in which to wait for their escorts. Soft chairs and carpet have replaced the plastic seats and linoleum of the old building.

The rest of the main floor houses offices for the department's management, security inspectors and investigators. The security video display terminals are right behind the front desk.

On the lower level, the uniformed guards now have more space to muster and hear their shift commander's version of "Be careful out there," and to change. There is also a lunchroom with vending machines.

Now that Security has moved, the Headquarters gate, which had been locked each night at 6 p.m., is open 24 hours. The gate at Buildings 3 and 18 will be closed 1 to 5 a.m., Monday to Friday; and open 5 a.m. to 4 p.m. Saturdays.

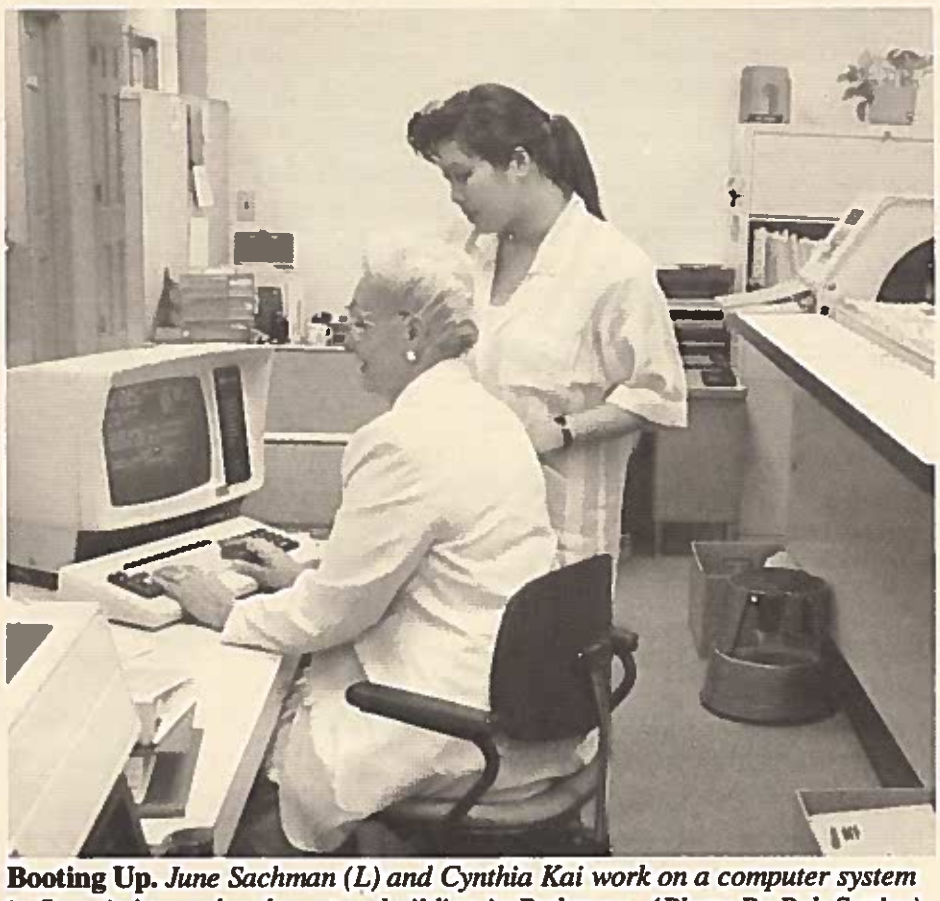
The parking spaces around the back of Building 16 are reserved for visitors only. Grummanites who work in Headquarters should not park there. Security employees park in the lot on the Building 35 side.

If you have business with Security, enter the building through the doors that face Grumman Headquarters. The doors that face Stewart Avenue get you in to see the Travelers Insurance representatives; they moved from the Headquarters lobby.

"I've been in Security 32 of my 34 years at Grumman," says Volz. "The first place we had to process visitors was an old wooden shack by the south gate of Building 2. It's gone now. But it was pretty dilapidated."

Volz says the new building is "the first step toward a real modernization of the security operation." The next is a planned computerization of many of Security's data banks.

As for the new building being a pleasant home away from home eight hours each day, secretary Sue Gravely said, "I give this place an A-plus."



Booting Up. *June Sachman (L) and Cynthia Kai work on a computer system in Security's new headquarters building in Bethpage. (Photo By Bob Settles)*

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Showing Signs Of Quality. *Mike Flanagan of Corporate Procurement in Bethpage receives his facilitator's pin from Dean Cassell (2nd L), the chairman of the Corporate Quality Council, and Ed Hantz (L), Grumman Quality Process director. (Photo by Rich Breunig)*

Facilitators Wear A Badge Of Honor

BETHPAGE, N.Y. June 23, 1989 — In one of the more exclusive pin meetings in company history, 49 Grummanites received pins that identify them for the special job they do, that of Grumman Quality facilitators.

Ninety-two Grummanites will eventually receive these pins — blue and gold "GQ" with a small tab with the word "Facilitator."

Grumman facilitators are responsible for changing the company at a critical time in its history, Chairman John O'Brien told attendees.

"Unless we change, it doesn't matter if we win the argument over F-14s and A-6s and EA-6s," O'Brien said. "Sooner or later they're going to go away. We've got to figure out how to keep making them less expensively, more efficiently. We've got to figure out how to win new jobs. If we don't think 'change,' we can't think 'win.'"

O'Brien said some of the company's units, namely Data Systems, Business Operations and Technical Services, are realizing that they can change for the better by enthusiastically committing themselves to the Grumman Quality process and making it a way of life.

O'Brien said he closely follows the performance of the quality process in each division. He's briefed regularly by Vice President Dean Cassell, who serves as chairman of the Grumman Corporate Quality Council, and Ed Hantz, director of the Grumman Quality Process. He added that a new campaign has been started to upgrade Grumman Quality performance in divisions that aren't performing as well as they should.

"The culture is the most entrenched in the senior divisions. It's where we're having the most trouble changing the thinking or getting interest in doing things differently. Don't get discouraged. I'm behind you a hundred percent," he said to the facilitators.

"I'm pushing from the top; you're pulling from the middle. We're trying to change 50 years of culture in some cases and we're not going to change it quickly."

Jake Bussolini, vice president-Business Operations and a member of the Grumman Corporate Quality Council, told the facilitators, "For us to grow and for us to thrive everybody is going to have to do more of the right things right. This process absolutely will not work without you. How well we're doing is purely a function of how well you're doing."

Suggestion Program Now Being Changed

The Project Sterling program has become mired in the bureaucratic process. Great ideas and even not-so-good ones to improve Grumman normally languished for months in the exhaustive evaluation loop.

No more. The Project Sterling suggestion program is being changed. The old system has ended. Guidelines for the new suggestion program have taken effect. However, suggestions submitted under the old program will be evaluated under the old rules.

The new program will mean on-the-spot recognition for any Grummanite who offers solutions to everyday problems or improvements in processes. More importantly, ideas will be evaluated within days.

On the other hand, there won't be the large monetary awards that existed under the old system. It was the potential for big money that created the delays — many analyses, checks and reviews to document the potential savings and make sure the awards were fair.

The idea is to encourage suggestions that solve problems at the local level — ways that will make things work better in the shop or office where the suggester works.

Over the years, Grummanites have submitted tens of thousands of such ideas, everything from making changes in the design of a form to making changes in an entire production operation. Any ideas that were accepted and put to work earned the suggesters a portion of what each idea was estimated to save the company in the first year.

But, according to Grumman Vice President and Secretary Bob Bradshaw, the old system did more to dampen Grummanites' enthusiasm for suggestion writing than it did to reward good ideas.

"It took much too long for an idea to wind its way through the Project Sterling review process. Several people in different departments had to read and analyze each suggestion," Bradshaw says. "It could take six months or more before an employee learned that his or her idea was being considered."

In fact, there are some 2,400 suggestions that have to be reviewed still in the old Project Sterling pipeline.

Another problem has been the illusion of savings.

Bradshaw says that, in looking back over past awards, some ideas that appeared to streamline a process in reality saved the company little or nothing. That's because the rest of the process, in many cases, wasn't changed to take advantage of the savings.

Bradshaw says the problems with the Project Sterling program not only needed to be solved, but any suggestion system had to be brought in step with the Grumman Quality program. "We want the suggestion program to reflect the ideal of the Grumman Quality program, which is that we get in the habit of searching, as an everyday part of our jobs, for ways to make this company run better."

Indeed, there is an inequity when Project Sterling suggesters earn monetary awards while Grumman Quality action team and Quality Circle members do not.

Rules for the Grumman Quality Suggestion program will be announced soon. But in general, under the new system, Bradshaw says, "Each division will run its own Project Sterling program. Motivational Programs will develop a kit and each division can tailor the core program to suit its particular needs."

Concerning those Grummanites who sent in the 2,400 ideas still being evaluated, Bradshaw says, "The ideas already submitted will be reviewed on an accelerated basis and we will apply the old rules to them." They will be evaluated by September 1.

"Suggestions are essential to the company," he says. "A vigorous company must encourage people to think about how their work is done and come up with ways to improve their operations, then recognize them for those ideas. We will continue to do that enthusiastically."

Business Practices Classes Begin

Roughly one-half the Grumman work force will soon be taking a short class in "procurement integrity," the result of a new federal law.

The regulation is known as the Federal Procurement Policy Act of 1988. It requires companies such as Grumman to conduct training sessions for all employees who may at some time work on a proposal for a government contract, even indirectly. Those who attend the class will then be asked to sign a certificate, without which they will be ineligible to participate in a proposal effort.

"At the end of last year, Congress passed a law as a result of its 'Ill Wind' investigation," says Joe Wilson, Grumman's director of Business Management. "That investigation focused on alleged improper activity by both contractor and government people during the competitive bid process. The new regulation spells out a code of conduct for officials from both the government and contractors involved in a competitive procurement."

The law takes effect July 16 and is part of the Federal Acquisition Regulation, the code regulating how the government buys all its goods and services. A 38-page government document spells out all the details.

"Key provisions of the law include prohibitions against soliciting or discussing post-government employment, and offering or accepting gratuities," says Wilson. "In addition, the law prohibits soliciting or disclosing proprietary or source selection information, such as listings of bidders and prices and technical evaluation information." The law also imposes post-employment restrictions on government employees.

Another key aspect is procedural: when a proposal is submitted to the government for review, everybody personally and substantially involved must sign a certificate. This document states that the person knows the law, will abide by it, and will report any possible violations.

The penalties for breaking the law are stiff: fines up to $100,000 for individuals, and up to $1 million for corporations; and prison terms up to five years. Contracts already awarded may be voided, and a company may be barred from future competitions.

Business managers from buildings on and off Long Island will conduct the classes at their locations. Although most proposal activity takes place on Long Island, people from other sites are often asked to work there temporarily for a proposal effort. And sites such as Melbourne, St. Augustine, Point Mugu, and McLean frequently make their own proposals to the government.

The classes will be about two hours long. The law requires people to be recertified at least annually. "We're trying to do this in person as much as possible," says Wilson. "But we'll have to make videotapes for the very small sites."

Copies of the actual law will be distributed to people attending the procurement integrity classes, along with other briefing information.

No certification will be required from those people not associated with government proposal activity — or who aren't expected to become involved. But Wilson's group is making a broad sweep. That's because cross-functional and interdivisional job switches are common. Somebody now working on a commercial job may someday be assigned to a government proposal — even if only temporarily.

The certification process also aims to take into account future requirements. "Take a newly hired engineer, for example," says Wilson. "This person certainly would not be on a proposal team right away, but we want him or her to be certified for later on.

"To sum up, we cannot be awarded contracts for new work without the required certificates," he adds. "This law is a significant change in the way we do business."

Open Wide. *A Grumman crew loads a new set of shuttle trainer wings into NASA's "Super Guppy." The plane flew into Bethpage at the end of June to pick up the wings. NASA is having a fourth Gulfstream modified for duty as a Space Shuttle pilot trainer. Grumman takes a Gulfstream II wing, removes the flaps, flaperons and spoilers and adds control surfaces unique to the Shuttle trainers. The two wing halves are joined with a center splice and shipped as a unit. NASA has been using the Guppy for years to pick up such large structures. Though not fast, the Super Guppy can carry payloads of up to 41,000 pounds and 21 feet in diameter. During the Apollo days the Super Guppy was used to deliver the third stage of the Saturn rockets that took men to the moon. (Photo by Harry Prodromides)*

Travelers Moves Claims To Albany

Effective August 25, The Travelers Insurance Company's Albany, New York, office will process Grummanites health, dental, and flexible spending account claims. Currently, these are handled by the firm's East Meadow, Long Island, office.

As a result, effective that date, you must send all claims directly to Travelers in Albany. Claims should not be dropped off or sent through interoffice mail to the Corporate Benefits Department, since it will no longer have a courier to take these claims to Travelers.

New Travelers identification cards, medical and dental claim forms, and mailing envelopes are being prepared for your use. They will be available in Grumman mailrooms, employee services offices, and in the Insurance Department.

The new address for all medical (active and retiree) and flexible spending account claims as of August 25 is:

The Travelers
P.O. Box 22010
Albany, New York 12201-2010

All dental claims must go to:

The Travelers
P.O. Box 22009
Albany, New York 12201-2009

Any questions regarding claims submitted for processing should be directed to Travelers. Effective August 25, you can reach the Albany claims office at (800) 624-1882.

Appointments

The following Grummanites recently received new assignments in their respective divisions:

Aircraft Systems

Bethpage Operations: Thomas J. McGuire, production manager, Plant Management.

Data Systems

Information Services Operations: Thomas L. Colasuonno, assistant director, Network Management and Operations; Anthony R. Lopez, assistant director, Network Support; Robert B. Gluck, assistant director, Telecommunications; Francis P. Ortolani, director, Marketing Services and Communications.

Personals

We would like to express our sincere thanks to Mike Cardella's friends and co-workers. During this past year, while Mike gallantly fought his unsuccessful battle, your cards, calls, visits, flowers and mainly your countless prayers gave him strong courage not to give up. He never gave up, the illness just wore him out. **Mary R. Cardella and family**

My family and I wish to extend our sincere appreciation and thanks to all of my friends at Grumman for their kind expressions of sympathy and support during the recent loss of my father. **David Kleiman**

My family and I wish to thank all of my Grumman friends and co-workers for the baskets of fruit and expressions of sympathy during the recent loss of my mother. **Stanley A. Lane**

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged. **Frank and Madeline Tucker**

Next Issue: July 28

I Heard It At The Pin Meeting

O'Brien Updates Calvertonians On F-14 Fight, Other Concerns

Grumman Chairman John O'Brien recently addressed Grummanites in Calverton, Long Island, receiving their five-, 10-, 15-, and 20-year service pins. Excerpts from the question-and-answer session follow.

If Grumman gets the contract to convert F-14A's into F-14D's, where would the work be done? Calverton? St. Augustine? At both?

O'Brien: That program will be slowed down dramatically if we get funding for the new D's restored. I can't tell you whether the work will be done here. We'll have to look at the depth of the change.

We're fighting for two more fiscal years of F-14D production, which is four more years from today [given the two-year lead time in procurement]. That would allow us to continue preliminary development of the Tomcat-21. And by that time, the Navy would find out that the Naval Advanced Tactical Fighter (NATF) will not work.

The F-14D budget battle seems to have caught us by surprise. Why wasn't the Washington office aware that the F-14D was in trouble, so we could have started our program to save it sooner?

O'Brien: We were surprised: the whole world was surprised by the Cheney budget. There were 24 F-14s at one time in the budget, 12 at another time, and no sign that the budget would be cut. There was a long debate over John Tower [previous nominee for Defense Secretary], he was turned down, and Dick Cheney was approved for the post. In the meantime, there was a bipartisan agreement in Congress to take $10 billion out of the budget.

Cheney had 39 days to come up with a plan for cuts. He walked into a staff that's had plans in their desks for years — lightweight fighters, cheap is better, and so on. He was ill served by his staff — I've said it publicly; I'm sure he's heard me say it. Their philosophy is, in tight times, you must throw out all old technology and low production airplanes, and bet on new technology — the ATF, NATF, ATA, B-2. My philosophy is, go ahead and develop the ATA because it will have some important stealth features, don't go into production on the B-2 until you at least fly it, and continue modernizing the F-14. That is what the Navy invested in 20 years ago when it made the aircraft larger than it had to be in order to be able to accept new technology.

Calverton has a pretty good reputation for performing mod work for aircraft. Is there any plan to market this experience, for modifications of commercial aircraft?

O'Brien: There are no plans to do that at this facility because its costs are higher than that market is willing to pay. While this is an outstanding facility for building and modernizing military aircraft, modifying commercial planes is a completely different job. What you've been trained to do so well might be counterproductive in the commercial market. We'd be bidding against a lot of companies that have a lot of expertise in the field. In addition, this is a rent-free government facility. If we were to do commercial work, we would have to pay some sort of rent to the government.

If the F-14D is lost, would Grumman close Calverton?

O'Brien: We're studying to see what the impact would be. We're still planning to move the E-2C to Calverton — although while we sort out the F-14D problem, we've slowed down the planning. We have to know which way we're going. But even if we lose the budget battle, we are not going to move F-14s out of here soon — there are two more funded years of production.

O'Brien: "We're fighting for two more fiscal years of F-14D production, which would allow us to continue preliminary development of the Tomcat-21."

How is the Primary Aircraft Trainer System (PATS) program going? What else is in the works to keep Grumman in the aircraft business?

O'Brien: PATS is a very inexpensive, lightweight airplane. It would probably be assembled someplace else in the United States. Some parts would be made by the Italians, most of it by us. This shows we intend to stay in the aircraft business. If F-14D production stops, we would have the E-2C; the F-14 rework program, some of which might be done here; the Advanced Tactical Surveillance plane; and the Tomcat-21, which is still a viable contender if we can find a way to finance the design.

Furthermore, the EA-6B is coming back in fiscal 1991, and I will not acknowledge that the A-6 is dead. The Secretary of the Navy has supported the A-6, the F-14, all our programs. The Secretary of Defense says they're too expensive.

We are still primarily a Navy house. Of our total backlog of contracts of some $7 billion, the Air Force accounts for 15 percent. But that's five times what it was five years ago: we have Joint STARS, a lot of work on the EF-111 — and we're competing for a lot more. Plus, we have some important research and development contracts.

Can the A-6 be sold overseas?

O'Brien: When the DoD canceled the A-6, we asked for permission to sell it overseas. We were told "No." Our argument is, "if it's so old the government doesn't want to buy it anymore, why can't we sell it?" We will continue to put the pressure on — including for sales of the EA-6B overseas. There already are foreign military sales of E-2C's. And if funding for F-14D production doesn't get restored, we will immediately seek license to sell F-14s overseas. That would probably be to a very limited number of allies, such as Japan. All those dialogues are taking place.

Why is the Navy competing certain work if it already has its Naval Aircraft Rework Facilities?

O'Brien: I wish I could give you an answer. Very few people understand that the NARFs at the present time have exceeded their original purpose. In effect, the U.S. government is underwriting these facilities to compete against private industry. What you've got is a bureaucracy run away with itself.

Can Grummanites relocate to facilities off Long Island?

O'Brien: If a major assembly job moves and you're willing to move at the prevailing labor rate for the off-Long Island facility, we will consider it. We cannot pay your expenses to move because that would be an added expense as compared to hiring local people.

Does the St. Augustine plant, which is now part of the Aircraft Systems Division, have a pension plan?

O'Brien: St. Augustine does not have the Corporate Pension Plan, but what's called a capital accumulation plan (CAP). The company contributes a simple percentage of the employee's salary into an account, in contrast to the pension plan, which is funded by a much more complicated formula. The employee receives what the CAP account is worth upon retirement or leaving the company. The pension plan is a defined benefit — if pension eligible, you receive a monthly benefit based on your earnings during employment. Pension plan members get no payout if they leave the company before eligibility.

St. Augustine's plan was set up that way to keep the costs per hour there competitive. That's the kind of problem we face when we compete for jobs such as airline modification work, as St. Augustine is doing.

We have one of the most sophisticated Flight Test Centers in the world in Calverton. Are there plans to market its capabilities?

O'Brien: We have looked over the years at ways to better utilize its capability. But the Air Force uses Edwards Air Force Base for its aircraft development, and the Navy uses Edwards and/or the Naval Air Test Center in Patuxent River. Although we have the world's best flight test center, it is difficult to convince the government to use our facility instead of its own. The more groups that use Patuxent River, for instance, the more the Navy can justify its existence. In fact, the government wants McDonnell Douglas to use Pax to test the A-12. And so far, we have been unsuccessful at marketing our flight test center's capability to other companies, except for some limited applications with Sikorsky.

Grummanites Get Facts On Lyme Disease

Lyme disease has become one of the nation's most dreaded illnesses — and eastern Long Island has the highest reported incidence anywhere.

Appropriately, the Medical Department gave lectures on Lyme disease prevention this past week to Grummanites in Calverton and Great River.

From the lectures Grummanites learned that Lyme disease is an infection caused by a bacterium spread by the deer tick, a tiny parasite found in woods and weedy areas. It can produce serious arthritic, cardiac, and neurological symptoms.

A bulls-eye rash is usually the first symptom of Lyme disease. A circular red rash with a clearer, lighter center appears days or weeks after the tick bite. Other symptoms can include fever, headache, fatigue, stiff neck, and muscle or joint pain.

Though Lyme disease can be treated with antibiotics, it's best to try to prevent it. Use a tick or insect repellent containing the chemical DEET (diethyltolumide). Wear light colored clothing and long sleeves, and tuck trousers into boots or socks.

Check yourself, children and pets for the deer tick after being in wooded areas. Before feeding, it is about the size of a sesame seed, and is black and red; filled with blood, it becomes the size of a small pea and is blue-black in color.

Prompt removal can help reduce the chance of disease transmission. If you find a tick, use tweezers, or your fingers and a piece of paper or leaf, to grasp the tick's mouth as close to the skin as possible. Pull steadily and firmly until the tick lets go, then apply antiseptic.

Not all deer ticks are infected. You should save any tick that has been removed for testing.

These lectures are part of a wellness program recently begun by the Corporate Benefits and Medical departments. The next one will be a nutrition and fat analysis program. It will take place July 18 and 19, from 11:30 a.m. on the concourse level of Grumman Headquarters. Those interested are requested to go to the Medical Department in Headquarters or any nurse's station during before those dates and fill out paperwork for this program.

"Wellness" is a term used by people in the medical and insurance fields to describe what a person can do to lead a healthy lifestyle. The health maintenance organizations (HMOs) that serve Grummanites on Long Island are providing the speakers and literature.

The "Wellness" program continues in August. There will be a lecture in Headquarters on walking, called "the perfect answer for exercise inertia" by Dr. Suzanne Levine.

Where To Give Blood In Upcoming Weeks

Blood donations usually drop drastically during summer months, for a variety of reasons. Students vacate area colleges and universities. Community groups trim their activity calendars during the summer. Donors at companies such as Grumman go on vacation.

Keeping Long Island hospitals supplied with 700 pints of blood each day becomes even more difficult. So plan on giving the gift of life this summer. If you work off Long Island, your local blood service needs your donation too — contact your personnel administrator for more details about where to give blood.

July 19	Building 237	9 a.m. - 2:30 p.m.
July 20	GHQ	9 a.m. - 2:30 p.m.
July 26	Building 9	9 a.m. - 2:30 p.m.
July 31	Building 116	9 a.m. - 2:30 p.m.
August 3	Building 235	8:30 a.m. - 2 p.m.
August 8	Building 106	9 a.m. - 2:30 p.m.
August 14	Building 35	9 a.m. - 2:30 p.m.
August 17	Building 30	9 a.m. - 2:30 p.m.
August 22	Building 15	9 a.m. - 2:30 p.m.
August 30	Building 3	9 a.m. - 2:30 p.m.

Following The Pattern. *Carole Gehnrich operates the computerized detail parts making equipment in Building 3 in Bethpage. Here, several sheets of metal were stacked — nested — so the cutters could make several of each part. For each part on the work order, Gehnrich calls up the plots for that part from the computer. The computer arranges the placement of each part on the sheet metal to get the most mileage from the raw material. (Photo by Bob Settles)*

Picnic Celebrates LM's 20th Anniversary

Commemorative stamp with special cancellation on sale to picnickers

On July 22, 1969, astronauts Neil Armstrong, Buzz Aldrin, and Mike Collins were on their way home from the moon. At this year's Grumman Family picnic at Calverton, L.I., on Saturday, July 22, Grummanites and their families can celebrate the 20th anniversary of man's first lunar landing.

A six-foot-high model of the LM will provide a perfect backdrop for family photos. Videotapes of the first lunar landing will also be shown, as will a variety of memorabilia from that era, such as newspaper clippings and photos. A commemorative 23 x 26 inch poster of the LM painting by Grumman artist Bob Whitehead (displayed at the annual shareholders' meeting) will be given out while supplies last.

Also, the U.S. Postal Service will be selling a commemorative stamp with a special cancellation dated Saturday, July 22. The oversized priority mail stamp, priced at $2.40, depicts two astronauts planting the American flag on the moon's surface. This collector's item will be available all day at a picnic booth.

Tickets are now on sale at all Employee Services offices on Long Island. Admission is $5 per person; children under 12 are admitted free. As in recent years, no cars will be allowed through the gates unless at least one person has a Grumman badge.

There will be plenty of rides and games to keep you and your family busy. Starting at 10 o'clock in the morning, Recreation will host over 30 races for kids of all ages and adults, too. The competition ranges from wheelbarrow contests to three-legged races.

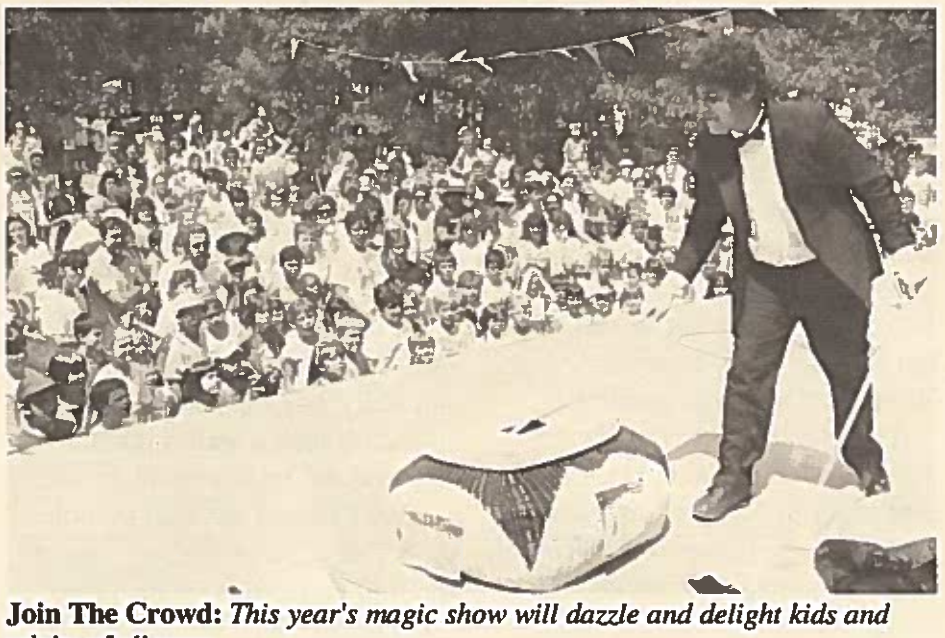
Plus, there are several kiddie amusement rides, such as a mini-ferris wheel. Older kids can hitch a ride on a miniature train and the carousel.

There is also plenty to eat — unlimited hot dogs, corn-on-the-cob, soda, beer, milk and ice cream. Throughout the day, the Grumman Employees Band will be playing.

At high noon, the traditional kiddie entertainment gets under way. This year, there will be a magician and an animal show.

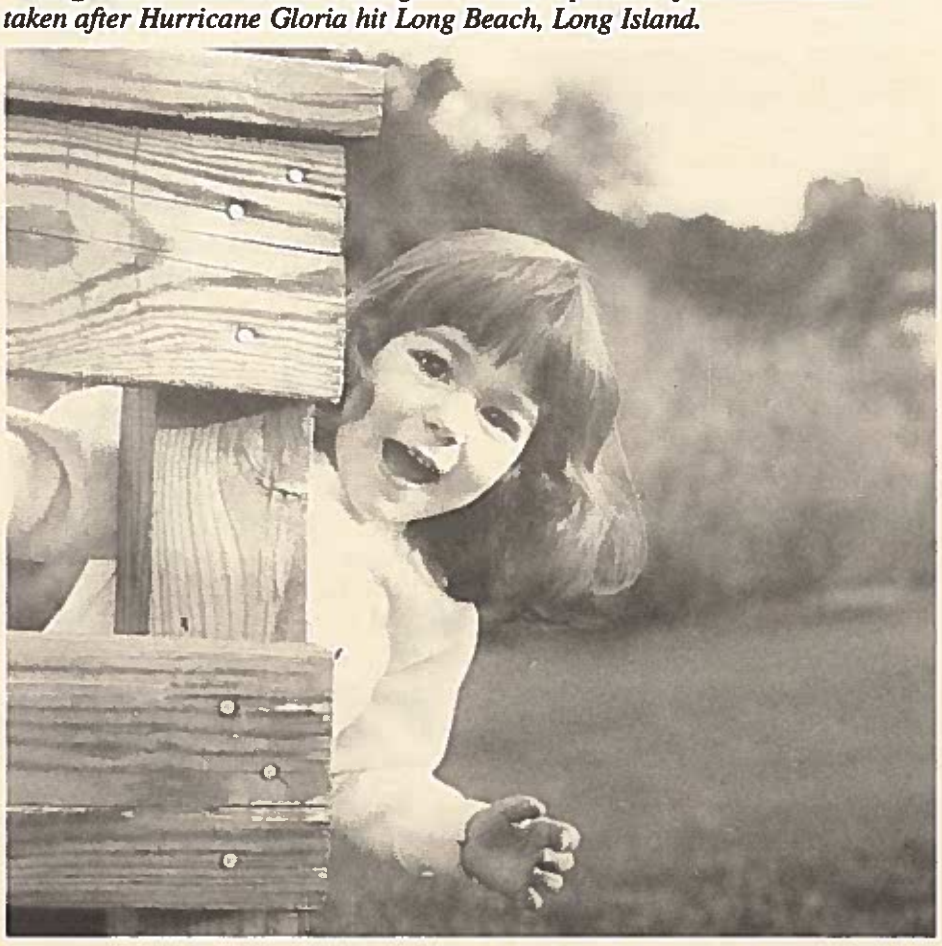
At 2 p.m., the prize drawing begins. This year's top prize: a $500 gift certificate to a local appliance store.

If it rains on Saturday the picnic will be held the next day.



Join The Crowd: *This year's magic show will dazzle and delight kids and adults of all ages.*

"Long Beach Boardwalk": *Margaret Porter's picture of the boardwalk taken after Hurricane Gloria hit Long Beach, Long Island.*



"Girl Peeking Around Fence": *Don Riehl took this picture of a young girl in a relative's backyard in Connecticut.*

1989 Photography Contest Winners

Thirteen Grummanites have won the annual Public Affairs photo contest. Their award-winning photos will be on display near the corporate headquarters cafeteria later this summer. The winners are:

Ellen Broomfield of Data Systems, Woodbury, N.Y., for "Balloons," a picture of a bunch of balloons taken in Disney World, Florida.

Richard DiScalfani of Aircraft Systems, Bethpage, N.Y., for "Pelican Over Breakers," a picture taken on Daytona Beach, Florida.

Larry Dobkowski of Aircraft Systems, Bethpage, N.Y. for "Trees, Water, Rocks," photographed at a lake located off Route 301 in upstate New York.

Jim Ferris of Aircraft Systems, Stuart, Florida, for "Canadian Waters," a picture taken on St. Ignace Island, Ontario, Canada.

Tony Germano of NAVPRO, Bethpage, N.Y., for "Downtown NYC," a picture of the New York skyline.

Herb Goldberg of NAVPRO, Bethpage, N.Y., for "Numismatic Globe," a large globe covered with discs representing money, taken at the European American Bank Plaza, Uniondale, N.Y.

George Hempel of Aircraft Systems, Bethpage, N.Y., for "Reflections," a picture of gazebos surrounded by fog, reflecting on the lake at Mohonk Lodge in upstate New York.

Barbara Kovacs-Weizenecker of Corporate Services, Bethpage, N.Y., for "Tropical Splendor," a close-up shot of a tropical flower at Flower Forest, Barbados.

Gerry Kraus of Corporate Services, Woodbury, N.Y., for "Falls," taken at the entrance of the Los Angeles Zoo, California.

Lorraine Mason of Corporate Services, Bethpage, N.Y., for "Kids Playing in the Sand," a picture of children playing in the sand at Wildwood State Park, New York.

Margaret Porter of Data Systems, Woodbury, N.Y., for "Long Beach Boardwalk," photographed the day after Hurricane Gloria hit Long Beach, Long Island.

Don Riehl of Corporate Services, Bethpage, N.Y., for "Girl Peeking Around Fence," a picture taken in the backyard of a relative's home in Branford, Connecticut.

Bob Spencer of Aircraft Systems, Bethpage, N.Y., for "Puget Sound," a picture of a sunset on Puget Sound at Deception Pass, Whidbey Island, Washington.

Giant Mural Pays Tribute To First Lunar Landing

BETHPAGE, New York — "People used to tell me I'd make it big in art someday — and this mural *is* big. I'm really pleased with how nice it turned out," said Grumman artist Bob Whitehead.

Whitehead's signature is now about a foot tall on the new 28 x 28-foot mural of the Grumman Lunar Module, which now graces the entrance to Grumman Headquarters.

The mural commemorates the 20th anniversary of the first lunar landing, which took place July 20, 1969. The finished result looks like it was done right on the wall, but is a high-tech copy of Whitehead's acrylic painting.

The mural consists of six segments, which were hung like wallpaper. If you look up close, you'll see the image is made up of dots like a magazine photo. The image was produced in a four-color printing process, averaging one foot per hour.

Each roll is overprinted approximately two inches on both sides, making it easier to match segments.

"This is a lot like any other wall covering," says Giles Guggemos, the Rosco, Inc., visual display specialist who installed the mural. "The difference is, there aren't any extra rolls. You have to get it perfect the first time."

Because no wall is perfectly flat, there still were some seams to fix. The material is pliable, so Guggemos just stretched it a little.

"In my line of work, you get almost immediate gratification," he says. "You see the finished product take shape very quickly."

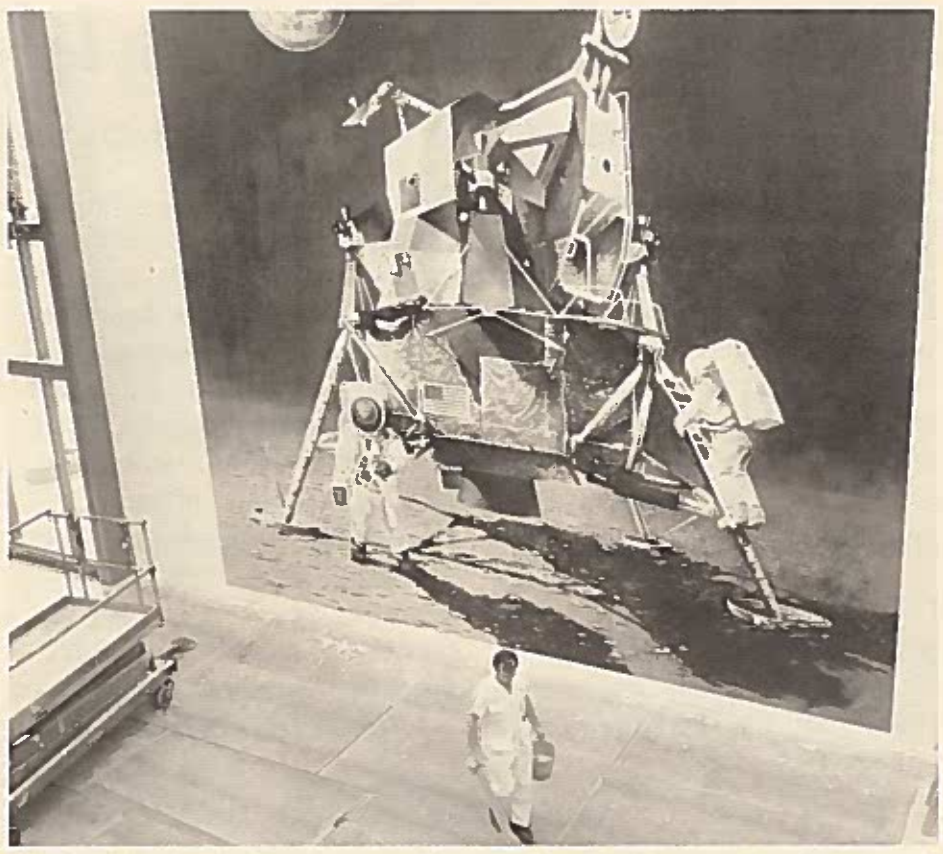
In addition to being an unusual art medium, the project required the construction of a false wall. This wall in the atrium is where the newer part of the headquarters building meets the old. There is actually an air shaft between the two.

In very wet weather, moisture condenses on the atrium wall — normally, not a problem. But a mural on such a wall might come unglued, or the colors might run.

"We finished the wall in three days," says Steve Plotsky, one of the four carpenters on the project. "It is impermanently attached to the main wall, using special hangars. That way, any moisture will run down the space in between and not affect this mural.

"I knew the dimensions, but I had no idea the mural would be this dramatic," he adds.

The finishing touches will include two high-hat lighting fixtures, which had to be removed from the main wall, and a seven-inch wood-and-chrome frame around the entire mural.



Masterpiece. *Giles Guggemos walks away from the just-completed LM mural in Headquarters. The 28 x 28 foot mural is a copy of a painting by Grummanite Bob Whitehead. (Photo by Rich Breunig)*

Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

Article	Great	Good	Poor	Didn't Read
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Mail to: Grumman World, A22-GHQ
1111 Stewart Ave., Bethpage, N.Y. 11714

Obituaries

Michael Angelo Colletti of Resource Planning and Analysis, Stuart, Aircraft Systems Division, died June 13 at the age of 57. He had been with the company since 1964 and resided at 1905 Ascott Rd., N. Palm Beach, Florida.

Philip M. Francavilla of Flight Operations Inspection, Calverton, Aircraft Systems Division, died June 22 at the age of 63. He had been with the company since 1956 and resided at 6 Poplar Court, Miller Place, N.Y.

William V. Johnson Jr. of Machine Shop, Bethpage, Aircraft Systems Division, died June 13 at the age of 68. He had been with the company since 1953 and his address was P. O. Box 2934, Huntington Station, N.Y.

David P. Leary of Accounting, St. Augustine, Aircraft Systems Division, died June 11 at the age of 57. He had been with the company since 1959 and resided at 2037 Oak Meadow Circle, S. Daytona, Florida.

Raymond Sablynski of Support Equipment Products, Melville, Aircraft Systems Division, died June 20 at the age of 59. He had been with the company since 1962 and resided at 25 East Cortelyou St., Huntington Station.

Retiree Obituaries

Webster N. Baker Jr. of 1800 Buena Vista Dr., Eustis, Florida, died May 1, 1989. He retired in 1984.

James Briody of 1900 South Ocean Blvd., Pompano Beach, Florida, died June 11, 1989. He retired in 1963.

Charles J. Cafaro of Route 25A, Box 759K, Rocky Point, N.Y., died May 29. He retired in 1984.

John M. Cornell of 27-12 Winding Path, Manorville, N.Y., died June 13, 1989. He retired in 1972.

Robert N. Erwood of 287 Putter Circle, Winter Haven, Florida, died June 9, 1989. He retired in 1983.

John Gatti of 77 Hazard Ave., Huntington Station, N.Y., died June 10, 1989. He retired in 1987.

Michael Graniello of 189 Hewlett Avenue, E. Patchogue, N.Y., died June 15, 1989. He retired in 1964.

Joseph J. Keegan of P.O. Box 5, Thorndike, Maine, died June 23, 1989. He retired in 1972.

Lawrence Kennedy of 54 Hunter Dr., Smithtown, N.Y., died June 19, 1989. He retired in 1971.

Charles H. Kunz of 196 North Main St., Rockland, Maine, died June 5, 1989. He retired in 1986.

James J. Mackey of 9 Lakeridge Dr., Huntington, N.Y., died June 20, 1989. He retired in 1986.

Joseph P. Markowski of 10166 40th Dr., S. Boynton Beach, Florida, died June 9, 1989. He retired in 1975.

Donald W. Marks of 303 Aspetuck Trail, Huntington, Connecticut, died June 22, 1989. He retired in 1982.

Nick Maxim of 904 South 26th St., Fort Smith, Arkansas, died June 12, 1989. He retired in 1982.

Lawrence Negretti of 145 South 7th St., Lindenhurst, N.Y., died June 11, 1989. He retired in 1965.

Murray Schiffman of 22 Tehama St., Brooklyn, N.Y., died Oct. 1986. He retired in 1981.

Aubrey C. Scott of 110 Marshall St., League City, Texas, died June 6, 1989. He retired in 1972.

Joseph G. Spindler of 2135 North Courtenay, Merritt Island, Fla., died June 18. He retired in 1978.

Albert J. Sharp of 485 Stratford La., Ridge, N.Y., died Dec. 24, 1988. He retired in 1976.

Thomas F. Tabosky of 20 Winter La., Hicksville, N.Y., died June 9, 1989. He retired in 1987.

Peter Vitale of 47 William St., Bethpage, N.Y., died June 11, 1989. He retired in 1977.